

HISPANIC HERITAGE MONTH El Mes de la Herencia Hispana September 15 – October 15

The Civil Rights Division is recognizing Hispanic Heritage Month throughout the month of October.



Employee Spotlight Elizabeth Vance



Region 3 Human Resources, Administrative Assistant 2

She enjoys reading and traveling, when time permits.

Joined TDOT February 2016

Tell us about a moment in Hispanic History that influenced or shaped your career/life?

I could not say that there was a specific moment throughout history, but I can recall growing up, it was inspiring to see each year all of the accomplishments Hispanic people have contributed and achieved.

Who within or outside TDOT has been influential in your career? Are they a mentor today?

My dad has been influential in the shaping of my career and goals. He's shown us what hard work and sacrifice is. I can remember when I was younger where he worked (3) jobs to provide for our family. He is a constant source of advice and will always be that mentor to me.

Which of the TDOT Values (Stewardship, Integrity, Safety, Consistency, Development, Innovation, Collaboration & Family) that are listed within the Strategic Plan, resonates with you and with diversity? State why?

Integrity is one that resonates with me as it is important to be honest and to have a degree of transparency in the workplace. This also holds true in diversity. It is imperative that we should have and maintain integrity in our dealings with one another.

Why is it important to recognize Hispanic Heritage Month, especially in 2021?

Celebrating Hispanic Heritage Month is so important because it allows us to remember and acknowledge the important things done by the Hispanic community. It is good to acknowledge all good things that happen in society and to celebrate our differences and our different backgrounds.